

RECRUITER

The United States Army Recruiting Command



JOURNAL-DEC98

Wishing **YOU**
Happy Holidays

**UNITED STATES ARMY RECRUITING COMMAND
FORT KNOX, KENTUCKY 40121-2726**

A Message from the Commanding General:

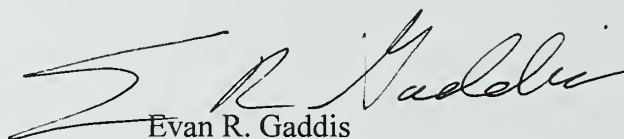
We have entered the Holiday Season, a time for celebrations and family get-togethers. However, it is also a time for each of us to pause, to reflect on our accomplishments, and to plan for the coming New Year.

We have much to be thankful for. Most of us will be with our families and friends during this Holiday Season. We are a Nation at peace. Yet, while we are celebrating with our loved ones, fellow soldiers are deployed around the world and far from home. Please take a moment to remember our soldiers and their families in your Holiday prayers.

Let's make this a safe and happy Holiday Season. Winter weather and poor driving conditions always seem to arrive with the Holidays. So please be alert, buckle up, and most importantly, don't drink and drive.

Bonnita and I wish you and your families all the best in 1999!

"Be All You Can Be!"

A handwritten signature in black ink, appearing to read "E. R. Gaddis", written in a cursive style.

Evan R. Gaddis
Major General, U.S. Army
Commanding Officer

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Uncle Sam
(Cover design by
Joyce Knight, HQ
USAREC.)

BG Robert Wilson

Brigadier General Robert (Bob) Wilson was commissioned as a second lieutenant from Indiana University in August 1971 and entered the Army in January 1972. After attending the officer basic course and aviation flight school, he was assigned to the 57th Assault Helicopter Company, Pleiku, Vietnam.

Upon returning from Vietnam, he served as airfield commander and aide-de-camp at Fort Rucker, Alabama. His next assignments included Battalion Staff and Commander, Charlie Company, 3d Battalion, 67th Armor, 2d Armored Division, Fort Hood, Texas. He then served with 3d Squadron, 4th Cavalry, 25th Infantry Division, Hawaii. In 1983, he was assigned to the 1st Armored Division in Germany, where he served as Executive Officer, 1st Battalion, 37th Armor; and S3, 1st Armored Brigade. He served as Chief, Cavalry Branch, Fort Knox, Kentucky, from 1986 to 1990.

He commanded 1st Squadron, 4th Cavalry, from June 1990 to June 1992, including the period of combat operations during Operation Desert Storm. He remained at Fort Riley as G3, 1st Infantry Division, from June 1992 to June 1993. He subsequently attended the U.S. Army War College from July 1993 to July 1994. He commanded the 3d Armored Cavalry Regiment from August 1994 to July 1996, which included the Regiment's relocation from Fort Bliss, Texas, to



Fort Carson, Colorado. He served as Executive Officer to the Commanding General, U.S. Army Training and Doctrine Command, Fort Monroe, Virginia, from July 1996 to June 1997. His last assignment was as Deputy Commanding General, U.S. Army Armor Center, Fort Knox, Kentucky, from July 1997 to October 1998.

His awards and decorations include: Legion of Merit with three Oak Leaf Clusters, Bronze Star Medal with one Oak Leaf Cluster for service with V Device, Purple Heart, Meritorious Service Medal with two Oak Leaf Clusters, Air Medal with two Oak Leaf Clusters for service with V Device, Army Commendation Medal with two Oak Leaf Clusters, Army Achievement Medal, Vietnam Service Medal with one Service Star, Southwest Asia Service Medal with three Service Stars, the Kuwait Liberation Medal (Saudi Arabia), and the Kuwait Liberation Medal (Kuwait).

Brigadier General Wilson and his wife, Lynn, have two children, Elizabeth and Robert Brian. Elizabeth is a student at the University of Texas, and Brian is a second lieutenant in the U.S. Army.

Army Recruiting Increases College Fund

US Army Recruiting Command officials announced maximum benefits under the Montgomery GI Bill plus the Army College Fund have been increased from \$40,000 to \$50,000 for persons who qualify for this program. The Army College Fund is available to applicants who qualify for selected Army skills.

In a related move, the Army Recruiting Command also announced revisions to its enlistment bonus program. Effective immediately, qualified applicants are eligible for a \$3,000 sign-up bonus, if they report to training between now and May 31, 1999. In the past, Army bonus incentives were targeted to specific critical specialties. These targeted bonus programs will remain in effect, offering up to \$12,000.

In some cases, applicants may be able to combine this new \$3,000 sign-up bonus with an existing enlistment bonus that targets a specific specialty. However, the total bonus amount cannot exceed \$6,000 for a 3-year enlistment or \$12,000 for four or more years.

During the last recruiting year, more than 11,000 young men and women who entered the Army qualified for and selected the Army College Fund. These young soldiers will earn a potential of over 375 million dollars in money for college or vocational training.

Both these programs recognize the Army's commitment to attract the best and the brightest from America's youth population. Any young person or parent who would like to know more about these enlistment incentives should contact their local Army recruiter for more details.

MOSs qualifying for the \$50,000 college fund as of November 12, 1998:

- 11X Infantry
- 13B Cannon Crewmember
- 13F Fire Support Specialist
- 14T PATRIOT Launching Station Enhanced Operator/Maintainer
- 19D Cavalry Scout
- 19K Armor Crewman
- 31F Network Switching Systems

- Operator-Maintainer
- 31R Multichannel Transmission Systems Operator
- 31S Satellite Communications Systems Operator-Maintainer
- 45E M1A1 Abrams Turret Mechanic
- 45T Bradley Fighting Vehicle System Turret Mechanic
- 54B Chemical Operations Specialist
- 63E M1 Abrams Tank System Mechanic
- 63H Track Vehicle Repairer
- 63T Bradley Fighting Vehicle System Mechanic
- 77F Petroleum Supply Specialist
- 92G Food Service Specialist
- 92R Parachute Rigger
- 98XL Electronic Warfare/Signal Intelligence Specialist (Linguist)



Great Ideas Program

MG Gaddis wants to encourage everyone throughout USAREC to provide your "Great Ideas" to the *Recruiter Journal*.

By great idea, he means a success story, a smart idea, or anything that you've found to be successful.

Each month, the *Recruiter Journal* will print a collection of Great Ideas. Send your story to the *Recruiter Journal*, by E-mail to howee@usarec.army.mil. Please send your photographs, if your "Great Ideas" submission was a photo opportunity.

Aftermath of Hurricane Georges



ISG Rafael Contreras of Aguadilla Recruiting Company delivers groceries and supplies to SSG Angel Perez, Ponce Recruiting Station, and his wife Maria. Two battalion families sustained heavy damage to their homes in the aftermath of Hurricane Georges which struck Puerto Rico and the US Virgin Islands on Sept. 21, 1998. (Photo by Miami Recruiting Battalion, Advertising and Public Affairs)

The new government travel card transition to Nations Bank VISA

On Nov. 30, 1998, the new government travel card begins. The Department of Defense has accepted Nations Bank as the new vendor for the Government Travel Card.

The program has few changes for existing cardholders. Between Oct. 23 - Nov. 15, current American Express cardholders were mailed the new cards. The new card was activated on Nov. 30, 1998.

The card will be limited to \$500 a month for cash advances and \$500 a month for retail charges. The other charges (hotel, restaurants, rental cars, airline tickets, et cetera) will be capped at \$5,000 a month. The cardholders' Agency Program Coordinator can increase or decrease these limits.

The VISA program does have several changes. There will be Internet access to cardholders' statements, credit checks for military members, restricted cards, easy transfers between Department of Defense activities, and non-reimbursable penalties for cards over 120 days old.

The new card will make card usage and billing information available to cardholders through the Internet. After Jan. 1, cardholders will be able to access their account using a password and identification provided by the bank. The Agency Program Coordinator will be able to print out reports from the Internet, raise or lower cardholder limits, and monitor cardholder usage.

Credit screens will be ordered for new military cardholders. Nations Bank will only know the results of the credit screen. The bank will notify the Agency Program Coordinator to give the member a re-

stricted or unrestricted card. Credit checks will be used for civilians after the negotiations with the unions.

An unrestricted card will have the limits discussed above. A restricted card will be limited to \$50 a month for retail charges, \$100 a month for cash advances, and \$1,250 a month for other charges. The Agency Program Coordinator can adjust these limits on a case by case basis.

American Express had different billing cycles for the different services. If a cardholder went from the Army, to a joint assignment in Europe, for example, the Army cardholder needed a new card. With Nations Bank, the same card can be transferred to any activity in the Department of Defense.

In the unlikely event that a USAREC cardholder reaches 120 days delinquent, the contract allows Nations Bank to charge a \$20.00 late fee for each month the account is delinquent. At 60 days the card is suspended and at 120 days, canceled. At 120 days, just like the current contract, the card is referred to a collection agency. There can also be a collection agency fee; not to exceed 25 percent of the debt owed. NationsBank is a large bank that knows how, and will, garnish pay for nonpayment.

Delinquent government travel cards will make it very difficult for the traveler to perform their mission. Cash advances are difficult to receive. The traveler may have to use their own charge cards or funds to complete their mission.

Nations Bank and DFAS agree that split disbursement will work. On the top left hand block of the DD 1351-2, is a block that allows the traveler to let DFAS disburse part of the settlement directly to the bank. Splitting the disbursement between the bank and the traveler will reduce the number of payments the traveler will make to the bank.

New cardholders will get a credit screen. They may be recommended for restricted card. The Agency Program Coordinator controls the limits on restricted cards.

If a cardholder is 120 days delinquent, they will be subject to a \$20.00 late fee each month the account is delinquent.

A cardholder 120 days delinquent can


be assessed a collection agency fee, not to exceed 25 percent of the balance owed. This is a non-reimbursable expense to the cardholder.

If you have any questions, please your local Agency Program Coordinator (APC), or contact John Tobakos at (502) 626-0284, e-mail: tobakosj@emh2.usarec.army.mil.

RSB on the road to modern

Recruiting Support Battalion (RSB) is making inroads in modernization. With an aggressive modernization plan through the year 2009, the only missing piece of the puzzle is funds and personnel.

Portions of this modernization are already in place. With one goal to make these vehicles also serve as "moving billboards," Army Adventure Van I and Cinema Van 2 have a completely new look on the outside. In addition to the new outside, Army Adventure I upgrades include adding touch screen computers, replacing the Weaponeer with the Beamhit system, updating the global positioning system (GPS), and adding new displays. Cinema Van 2 upgrades include refurbishing the interior (floor, walls, graphics) and adding a new LED to the front of the van for messages (e.g., Army message, local recruiter's name and phone number welcome to individual high schools). Additionally, we continue to execute our mission as safely and reliably as possible, we have and will continue to make structural repairs to the major components and suspension systems of fleet vehicles. Hopefully, this will extend the usefulness of aging vehicles until new vehicles can be purchased.

Our new cinema van, now being constructed and scheduled to deploy in January, will have another new wrap design. Inside this issue you can find our fleet, national conventions, and training technologies schedules for the months of December and January. Each month hereafter, in addition to the schedules, we will have updates on what is new and exciting in the RSB. February *Recruiter Journal* will feature the history and future of the RSB and what this means to the recruiter in the field. 

Army Values: Personal Courage

Editor's note: The comments expressed in these columns are personal opinions expressed by the essay author and represent no official point of view.

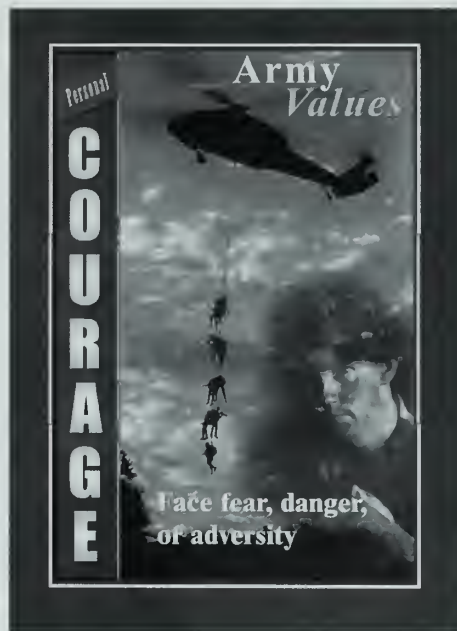
by SSG Jason B. Caswell, Harrisburg Recruiting Station

It takes a special kind of person to be a soldier and it takes an even greater person to lead those soldiers — the noncommissioned officers (NCO). Throughout our history, the NCO has courageously contributed to the Army and this nation. In fact, of the 2,362 Congressional Medals of Honor awarded by the United States Army, 40 percent were awarded to NCOs.

Oliver Wendell Holmes, Jr., Supreme Court Justice and Civil War veteran once wrote, "At the grave of a hero we end, not with sorrow at the inevitable loss, but with the contagion of his courage, and with a kind of desperate joy we go back to the fight." Let us go back to the fight and through the pages of history and find some great NCOs whose personal courage and determination, helped make this country and the Army what it is today.

During the American Revolution, the NCO Corps had several outstanding acts of heroism. One noted NCO was SGT William Brown; he was awarded the Badge of Military Merit (the predecessor of the Medal of Honor) for his heroic actions during a daring assault at Yorktown. The American victory at Yorktown guaranteed the freedom of this new nation. Two NCOs, SGT Elijah Churchill, and SGT Daniel Bissell, also received the Badge of Military Merit during the American Revolution for their courage and heroism.

The Civil War proved to be a trying



time for the US Army; along with the country, the force was split in half. The Civil War brought many organizational and tactical changes to the Army and increased the combat leadership roles of the NCO. Noncommissioned Officers were tasked with carrying regimental colors in order to assist commanders in determining the positions of their units. NCOs were also tasked to lead squad elements along lines of skirmishes.

The Civil War had its share of courageous and outstanding leaders such as SGT John Brosnan. While severely wounded SGT Brosnan saved the lives of his fallen comrades under heavy enemy fire at Petersburg, Va., in 1864. There was also ISG Beaty Powhantan; his entire company was killed, and he took command and gallantly continued to fight victoriously. Against all odds these NCOs continued on with the accomplishments of their mission.

From 1870-1890, the Army was involved in a long list of engagements known as the Indian Wars. This period also gave rise to a group of soldiers referred to as "Buffalo Soldiers." These African American soldiers provided 20 years of continuous service in the Southern Plains of the United States. One such soldier was SGT George Jordan, who during a campaign against the Apaches was awarded the Medal of Honor for his actions.

The turn of the century brought modernization to the Army and brought


the first massive deployment of US troops. During World War I, NCOs were responsible for training and turning some four million men into soldiers. This war gave way to these heroic soldiers — SGT Alan Eggers, while in France in 1918, advanced under heavy fire and rescued American soldiers from a disabled tank. Perhaps a better known NCO of this period is SGT Alvin York who declared himself a conscientious objector, yet at the end of the war was a national hero.

During World War II, the amount of NCOs in the Army was increased by almost 30 percent and again the NCO was responsible for training a large fighting force. World War II produced a large number of outstanding NCOs such as MSG Charles McGaha. While in the Phillipine Islands this courageous NCO aided wounded comrades while under fire from Japanese tanks. There was also SSG Charles Shea who in Italy (1944) advanced alone on machine gun positions to make way for his unit's advance. Time and time again NCOs have courageously faced personal harm and saved lives of fellow soldiers.

There were no exceptions to the personal courage of the noncommissioned officers of the Vietnam War. During this period much of the leadership fell on the NCO. Most of the war was fought by squad level elements. With mounting responsibilities the NCOs of the Vietnam era selflessly served this country. In June 1966, SGT Charles Morris, while wounded in the chest, took charge of his unit, refused medical treatment, and led his men against a far superior force during an eight hour fire fight. The NCOs of this time were fighting an unpopular war with uncommon valor.

From the early beginnings of the United States Army to present day, the noncommissioned officer has courageously been the backbone of the Army. These are but a few of the great NCOs in the history of our Army. These NCOs selflessly and courageously led their soldiers to victory, no matter the situation and helped preserve our way of life, our freedom, and the United States Army. 🇺🇸

Does my applicant need a waiver



By SFC Joesph B. Osborn, Training Branch

Many times a recruiter is unsure if an applicant is qualified to enlist or does he simply need a waiver? All too often we don't want to spend the time to find out or do the paper work to submit the waiver. A good rule to follow on waivers is not to let it interfere with your everyday business. Also, find out before putting time and effort into the waiver if the applicant is truly interested in joining the Army. Once you've determined this, there are steps you and the applicant must follow to complete the waiver.

Waivers — determine the type

There are several different types of waivers, so the first thing to do is determine what type of waiver the applicant needs. This is usually done during the initial interview by asking the basic eligibility questions. The most common of all waivers is the moral waiver.

If an applicant tells you he committed an offense, the follow-up questions you need to ask are:

- What was the final disposition?
- Did you serve any community service or pay a fine?
- Were you incarcerated and for how long?

Now determine if the waiting period has elapsed (in accordance with AR 601-210 chap 4, para 4-37). If you have a degree charge this must be called-up to determine what level offense it is, such as a minor traffic, non-traffic, misdemeanor, or felony; this action is in accordance with AR 601-2 10, paragraph 4-4 (2). Do not assume or you may waste valuable time. If you have a domestic violence charge or a weapons charge this must be referred to HQs USAREC, because of the Lautenberg Amendment to the Brady bill.

Once you've determined the level of the offense you must determine what level the waiver is or if the applicant is even

qualified. To determine what level the waiver is refer to AR 601-210, chap 4, paragraph 4-6 and 4-7. Don't take the applicant's word — run the police and court checks. If the applicant tells you he has a "youthful offender" offense have the applicant get the necessary documents. Most court systems will not release juvenile records except to the individual. Remember that the juvenile system allows for the majority of juvenile records to be expunged after a period of time. The burden of proof lies with the applicant.

Submitting the waiver

You've determined the applicant is eligible for enlistment with a waiver. The next step is to test and physically qualify the applicant. Once this is done you must complete the basic enlistment packet. Ensure the SF 86 matches the police and court checks. Too often the recruiter will put the final disposition down as the offense. If the applicant is charged with one offense that is reduced to another — you must list the initial charge. In addition to the basic enlistment packet you must also submit additional documents listed in AR 601-210, para 4-3, 1. They are:

1. UF 1118 (*Request for Reference*) — The applicant must have three personal references, and the references should be from individuals who have known the applicant for a lengthy period of time, and will attest to the character of the applicant. All school attended in the last three years. All employers one year prior to application of enlistment.



2. DD 369 (*Police Check*) — Police checks are required from anywhere the applicant has lived, worked or went to school three years prior to the application for enlistment. If the offense that is being waived is older than three years, a check must also come from that city, county, and state.
3. UF FL 41 — This form is used to obtain a report from a correctional facility for persons detained. The applicant must also type a statement explaining all of the law violations that the applicant is requesting a waiver for.
4. The company commander must conduct an interview with the applicant either telephonically or in person.
5. The battalion commander is required to do an interview if the offense is a felony-level offense. The type of questions your battalion and company commanders should ask the applicant (in reference to the waiver) should determine the applicant's suitability for the Army. The battalion commander will question each charge as well as the conviction.

They write brief summaries about this person and how they feel this applicant has made sufficient strides to show that he is a productive member of society.

By using the whole person concept, the battalion and company commander may show that your applicant will not pose a threat to the good order of the service. Remember that each waiver should be presented as a meritorious case.

Routing

The correct routing of a waiver ensures quality control. First, the station commander will review the waiver for correctness and accuracy. The waiver is then routed through the company commander, who will send it on to the battalion.

The company commander is authorized to disapprove moral and administrative waivers only. In accordance with UR 601-56, 1-7, the company commander is not authorized to be the approving authority.

Routing continues on to the battalion. The waiver analyst or the assistant operations NCO reviews it for accuracy and a recommendation is written to approve or disapprove on USAREC FM 670.

After this, the waiver is forwarded to the action officer who ensures that the waiver is administratively correct and checks the box on USAREC FM 670 to approve or disapprove the waiver request. Now the action officer forwards the waiver request to the approving authority.

Three signatures are required prior to submission of the waiver to the approving authority.

Time management and the waiver

Time management — it's your most important tool as a recruiter. Remember this when you process a waiver.

When an applicant requires a waiver it's a good idea to ask this person if he is committed to enlist and be sure the applicant does his part first. Meaning, obtain the references and court documents (for "youthful offenses") et cetera. This will show you that the applicant is serious about joining the Army and not wasting your time.

Take the time to do the waiver correctly the first time. If you rush through a waiver you'll spend more time going back to make corrections than if you had done it right the first time.

Finally, waivers are a necessary part of recruiting. Never count on a waiver to make mission — at best it's a hit or miss proposition. 📞

USAREC CG designates BG Cooper as the POC for USAR Recruiting

Points on Army Reserve Recruiting

By MAJ Mark Zimmer, Advertising and Public Affairs,
HQ, USAREC

As designated by MG Evan R. Gaddis, USAREC CG, BG Billy Cooper, Deputy Commanding General (East) is the CG's special point of contact for the Army Reserve, Special Missions, and AMEDD. His new role is to be the "single general officer contact for Army Reserve Recruiting and Active Guard Reserve Recruiting."

When there's an Army Reserve issue he will "honcho" a group of Army Reserve subject matter experts and "marshal the forces" throughout USAREC to address it. The Army Reserve didn't make mission in FY 98 and the previous two years. BG Cooper's mission is a tough one. He answered some questions about the state of Army Reserve recruiting and his "One Team, One Fight, One Future" philosophy.

Can we re-institute the Army Reserve quarterly training at the battalion level?

I don't see USAREC attempting to mandate Army Reserve quarterly training. Resources are available if the brigade and battalion commanders decide there's a need for Army Reserve training.

This would be in addition to the Army Reserve training that soldiers go through at the schoolhouse and the sustainment



training. Every battalion should have their own training plan that specifically deals with the Army Reserve.

Can station commanders and company leadership teams be trained on Army Reserve recruiting before they come to the field?

The schoolhouse trains every station commander and the Company Leadership Teams about Army Reserve Recruiting Operations.

Once the Army Reserve recruiter reports to his unit — it's the unit's responsibility to complete the training requirements. Ultimately, the station commander is responsible for identifying Army Reserve training issues. Typically, there is a seasoned Army Reserve recruiter at the station level who can provide the needed block of instruction. The Army Reserve recruiter bears some responsibility in helping to identify the station's deficiencies and for taking the initiative to see that training is conducted.

If there's insufficient Army Reserve expertise, the station can call on the company or battalion leadership teams and on up to find the resources to do the training.

Are they doing that now?

We have cases where no one has seized the initiative to do what it takes to make sure the Regular Army recruiters are completely trained on Army Reserve Recruiting Operations. There are some stations where Regular Army recruiters are doing extremely well in supporting the Army Reserve recruiting efforts and vice versa. Army Reserve recruiters are doing an extremely good job of supporting the Regular Army recruiting efforts. In the best stations, the complete team is operational and both components are active in recruiting and training efforts of each other. My best stations adhere to the motto from the Chief of Staff of the Army — “One Team, One Fight, One Future.”

We’ve heard rumors about having Army Reserve Company Leadership Teams. Will USAREC support this concept? If not, why?

USAREC doesn’t support a separate Company Leadership Team. It would be counterproductive, it would be divisive and violates two of the principals of war fighting, unity of command and economy of forces.

Why are the Army Reserve recruiters forced to prospect the same way as the Regular Army recruiters, even though they operate in different markets?

We’re all pretty much after the same target population and working leads in the same high schools, colleges, and technical schools. Some people are more propensed to serve in the Army Reserve rather than the Active Army because they don’t want to leave the area where they live.

The best Army Reserve recruiters I’ve seen have fully developed COI and VIP networks and utilize the Army Reserve unit to provide referrals through the unit and from the community in which they serve. That’s nearly identical to the way I’d like my Regular Army recruiters to operate. Referrals contract at a much higher rate than any other prospect.

All recruiters function best when they let the community work for them in systematically providing referrals rather than hit or miss efforts of P1 (telephone) or P3 (area canvassing). The Active Guard Reserve recruiters are normally at a station longer and generally have a better-developed network for gaining referrals.

Is OCAR going to eventually take over Army Reserve recruiting?

There are some pieces of Army Reserve recruiting that we agreed jointly to return to the Office of the Chief, Army Reserve’s control because we believe they can do a better job. One of these areas is Technical Warrant Officer recruiting, the other is an experiment in outsourcing for AMEDD (projected 2nd quarter FY 99) and we’ll see if there are economies and efficiencies to be gained. We do need to think out of the box and continue to explore ways to do our jobs better; the AMEDD experiment is one example.

Overall, Army Reserve Recruiting will continue to be a team effort with no intent to return the entire mission to the Office of the Chief, Army Reserve.

Will there be more Army Reserve personnel cuts in USAREC?

Based on senior leadership meetings between USAREC and the Office of the Chief, Army Reserve we all believe we’ve probably gone too far with the recent cuts. The issue now is to restore on-production Army Reserve Recruiters and we’re actively involved with the Office of the Chief, Army Reserve to do that. Army Reserve support, at the brigade and battalion level particularly, has been pared to the bone for both NCOs and officers and I don’t anticipate any more cuts.

Will the Army Reserve ever be able to compete with the National Guard in educational benefits?

This is a tough issue. Each state has the advantage of adding additional benefits that the Army Reserve units may not be able to compete with. If the Regular Army and Army Reserve add to their benefits the National Guard can further expand their benefits on a state level. We do know that some states are having trouble funding their educational programs or are running out of money before some members are able to collect.

Why does the Army National Guard have different quality caps and eligibility requirements, aren’t they part of the Army?

Yes, they are part of the Army, and the quality caps are the same for both the Army Reserve and the Army National Guard. The Regular Army and the Army Reserve are taken to task if they don’t meet all of the quality caps and eligibility requirements. I can’t speak for the National Guard, but the Army Reserve will continue to be held to the standards set by the Deputy Chief of Staff for Personnel and Army Reserve Personnel Command.

Is the Army Reserve recruiter’s only hope for upward mobility to convert to Regular Army?

At the station level, an Active Guard Reserve recruiter can advance to the rank of SFC. There are some other options, the Recruiter Trainer position at the battalion or brigade level. There is also the possibility of moving the Retention Transition Division at the Army Reserve unit level. USAREC and Office of the Chief, Army Reserve are formulating a plan to increase E-8 opportunities for the Active Guard Reserve recruiters and increase future upward mobility.

Why can’t an Army Reserve recruiter move to another geographic area like a Regular Army recruiter does when promoted/selected for Station Commander or 1SG?

At the same rank there are lateral opportunities. There are specific provisions in Title 10, which prohibit Active Guard Reserve soldiers from supervising Regular Army soldiers,

which make it illegal to make Active Guard Reserve soldiers station commanders.

Why is the Army Reserve recruiter missioned for new Active Guard Reserve recruiters?

It is the Office of the Chief Army Reserve and USAREC's responsibility, although the Office of the Chief, Army Reserve can detail recruiters to USAREC. We have the mission, but Regular Army recruiters, Troop Program Unit members, and Reserve Support Commands are all involved in the process.

When will the Army Reserve recruiter be allowed to recruit solely for the Army Reserve?

I don't think either group should recruit solely for their own component. Historically, Regular Army recruiters have recruited about 10 percent of the Army Reserve contracts, but in FY 98 this dropped to 7 percent and it contributed to the Army Reserve not making its mission. Active Guard Reserve recruiters cannot directly recruit for the active force, but they can and do provide many good referrals for Regular Army recruiters. If a Regular Army recruiter can't sell to a young man or woman on a full-time offer they need to either sell them on the Army Reserve, or refer them to an Active Guard Reserve recruiter.

On the issue of advertising leads is there anyway we can get recruiters to work them?

We have a tremendous effort going right now to clean up our pursuit of advertising leads, and ensure everyone is properly educated on USAREC leads usage and time contact requirements. There have been cases in the past where leads have not been worked at all or not worked efficiently. Last year we lost some 1,600 enlistments to other services from our own advertising lead system because we didn't act on and follow up on these leads in a timely manner. It probably is true, first to contact, first to contract. ARISS, when fully fielded, will help us simplify and modernize leads distribution and will fully automate the process down to individual recruiter level.

The Army Reserve leads are not getting directly to the Army Reserve recruiters and sometimes go to a Regular Army recruiter first. Is there any way we can make sure station commanders give Army Reserve leads directly to the Active Guard Reserve recruiters?

I don't know to what extent this is happening. What I do know is that in some stations the Regular Army and Army Reserve recruiters are working as competitors as opposed to one team. The station commander decides who gets the Regular Army and combined leads in the station, normally according to geographic area. If it's an Army Reserve specific lead, by regulation, it's supposed to go first to the Active Guard Reserve recruiter and not to a Regular Army recruiter.

The best stations work the leads system as a team, steering

the man or woman to a program that will accommodate either full-time or part-time military aspirations.

Any other comments?

The Regular Army did not really make mission the last three years. USAREC was given a "get out of jail free" card from the Deputy Chief of Staff for Personnel as a direct result of less need for new soldiers in the drawdown. I believe the FY 98 problems in Army Reserve recruiting resulted from four factors:

- Number of Army Reserve contracts produced by the Regular Army recruiters dropped 3 percent.
- Had less Active Guard Reserve recruiters on production.
- Probably had recruiters in wrong locations providing a mismatch between recruiters and Army Reserve units.
- Demographic concerns, where the need of specific MOS's can't be supported in the market area of the unit.

Finally, there is a perception that we have been so focused on the Regular Army mission that we have neglected or not paid attention to the Army Reserve mission and I'm working hard to change that perception. I can't change FY 98, but in the future our efforts will not disproportionately favor either Regular Army or Army Reserve — we'll have equal emphasis for both components. If the volunteer army is going to survive, we have to recruit high quality soldiers for both the Regular Army and the Army Reserve. We have to do it equally well and do it together. 📌

... our efforts will not favor either Regular Army or Army Reserve — we'll have equal emphasis for both. If the volunteer Army is going to survive, we have to recruit high quality soldiers for both. We have to do it equally well and do it together.

Servicemembers Opportunity Colleges (SOC)

By LuAnn McNickle, Education Services Specialist

Educational opportunities in today's Army are excellent, accessible, and definitely a winning combination. The programs are of the highest quality and the professionalism with which they're administered is to be applauded. With the variety of course options and the rapid advances in technology, classrooms are now located virtually around the world.

Who provides the education opportunity?

Beginning in 1972, the "Task Force on Extending Educational Opportunities for Servicemen" designed the basis for today's Servicemembers Opportunity Colleges (SOC) when it became apparent that the traditions of academe inhibited highly mobile soldiers from obtaining college degrees. With rapid, nationwide marketing, the SOC concepts materialized; and in 1973, the four-year SOC program was developed.

Today, SOC has become a consortium of more than 1,400 regionally accredited colleges, universities, community colleges and vocational technical institutions who are responding to the special needs of the mobile military community by offering soldiers high-quality degree programs. Additional information on SOC can also be found at their web address: <http://voled.doded.mil/soc/>.

These education institutions joined with the Army education centers at military installations to form the Servicemembers Opportunity Colleges Army Degrees (SOCAD) networks to make it easier to enroll in college and earn a degree. Soldiers (and family members in most cases) may enroll in associate and bachelor level degree programs. Annually, thousands of service members, DoD civilian employees and family members participate in these programs.

Why should soldiers understand and use the resources available to them through Servicemembers Opportunity Colleges (SOC)? Why should Army prospects also know about SOC and SOCAD?

- Education = Promotion Points = \$\$\$
- Lifelong learning is a must to stay competitive.
- America's Army must have an intelligent, trained force to keep pace with today's technological advances.
- The Army is a very strong supporter of education. Educational facilities are available at, or near, duty stations worldwide.
- The Army pays a major portion of the tuition expenses for the soldier.
- Prospects must be empowered so as to make the most cognizant career decisions.

What advantages are there to participating in this program?

There are approximately 30 curriculum networks at the two- and four-year degree level from which to choose. In each network, soldiers can complete courses through both traditional classroom and nontraditional distance learning methods — by video, correspondence, TV-assisted or computer-assisted. With such a variety of study modes, opportunities are enhanced even in isolated locations. For these soldiers earning academic credits elsewhere, the SOC institutional members agree to act as home colleges.

This is a flexible, yet seasoned, program. Over one-quarter million Student Agreements have been issued since the SOCAD networks were implemented in 1978. The SOCAD Student Agreement (the contract-for-degree) transfers with the soldier and is a guarantee that the home college will award a

degree when all requirements are met.

Once the SOCAD Student Agreement is issued, the network colleges guarantee the transfer of course credit back to the home college. This guarantee applies to courses identified as comparable in the transferability tables in the SOCAD Handbook. So to the greatest degree possible, the loss of course credit or duplication is minimized. In addition, SOCAD institutions limit their residency requirements to no more than 25 percent of an undergraduate program.


Military training and experience, successful completion of nontraditional testing programs and prior education and learning (institutional sponsored and extra-institutional) are evaluated with proper documentation. The official evaluation is part of the Student Agreement and must be requested by the student; however, colleges may not require the student to complete more than six semester hours of credit at the home college before becoming eligible for an official evaluation. To facilitate the evaluation of military experience, all eligible soldiers can request a transcript, without charge, from the Army/American Council on Education Registry Transcript System (AARTS). Remember that a transcript, even though it substantiates actual work performed/study, does not guarantee the awarding of the recommended credit by the home college, which can either accept, reject or modify the recommended credits. However, this transcript is not a requirement for participation in the SOCAD program. For further information on AARTS refer to the AARTS internet home page at <http://www.leav.army.millaarts> or visit your nearest education center.

The Concurrent Admissions Program (ConAP) offers the men and women who enlist in the Army and the Army Reserve the opportunity to apply for college admission at the same time they enlist in the service. The ConAP college can then become the home college. All colleges who are participating in ConAP are also members of the Servicemembers Opportunity Colleges (SOC).


Where can information be found on the specific curriculums and degree programs offered?

In the SOCAD Handbooks, SOCAD-2 (Chart 1) is currently a listing of 29 curriculum networks offered through 82 supporting colleges; and SOCAD-4 (Chart 2) is a listing of 26 curriculum networks offered through 59 supporting colleges and universities, a selection of which is available at each major Army installation.

How can recruiters assist prospects in making the most of this great opportunity?

Show them the benefits of enlisting and pursuing higher education goals concurrently. Empower them with the Steps to SOCAD Success. Lead them to discover that everyone is a winner. 

Steps for SOCAD success

1. Upon enlistment, apply to a participating college in the Concurrent Admissions Program.
2. Once in the Army, visit the Education Center and confer with an education counselor.
3. Review the available degree programs and develop a personalized degree plan.
4. The counselor completes an unofficial evaluation of education and experience to estimate credit the college could award and what courses may remain to be completed within the SOCAD network.
5. The counselor then refers you to the participating college's representative.
6. Go to the SOCAD college for admission, academic advisement and registration for the courses leading to the degree.
7. Using the SOCAD Student Agreement and the counselor's unofficial evaluation, a college official evaluates your experience and academic credits. This may be completed right away or soon after your enrollment with the college.
8. The college official completes the SOCAD Student Agreement making the college your home college.
9. Once you complete the home college's academic residency requirements, you are then protected. (The degree will be awarded when the remaining courses have been completed under the terms stated in the SOCAD-2 and SOCAD-4 Handbooks.)
10. Upon transfer to a new assignment, continue pursuing your degree by reporting to the Army Education Center at the new installation to resume work on your SOCAD Student Agreement.
11. The Army education counselor at the new installation (or the adviser at the SOCAD college) determines the courses that appropriately continue the program of study, with acceptance guaranteed by the home college.
12. Periodically discuss your progress with your education counselor.
13. As a SOCAD student, you must request all colleges send transcripts to your home college for verification of course requirements that have been met.
14. If help is needed from the home college, contact them by letter or telephone.
15. When all your degree requirements are met, apply for graduation from the home college.
16. Your degree is conferred. 

SOCAD-2

Associate Degree Networks

Accounting	Criminal Justice	Marketing/Retailing
Air Conditioning/Heating/Refrigeration	Diesel Maintenance	Medical Records
Applied Science and Technology	Drafting	Nursing
Automotive Maintenance	Electronics Technology	Office Management
Aviation Maintenance	Food Service Management	Paralegal Studies
Banking/Finance	General Business	Public Administration
Business Administration	General Studies	Security
Computer Studies	Information Systems Management	Technical Management
Construction Technology	Interdisciplinary Studies	Welding
Corrections	Management	

SOCAD-4

Bachelor's Degree Networks

Accounting	Electronics Technology	Office Management
Applied Science and Technology	General Business	Professional Aeronautics*
Aviation Management	Health Services Management	Public Administration
Aviation Technology	Human Resources Management	SOCED Core
Banking/Finance	Information Systems Management	SOCED Interdisciplinary Studies
Business Administration	Interdisciplinary Studies	SOCED Training/Instruction
Computer Studies	Management	Technical Management
Construction Technology	Marketing/Retail	Training/Instruction
Criminal Justice	Nursing	

*Unique to Embry-Riddle Aeronautical University

MG Gaddis wants to encourage everyone throughout USAREC to provide your "Great Ideas" to the *Recruiter Journal*. By great idea, he means a success story, a smart idea, or anything that you've found to be successful. Each month, the *Recruiter Journal* will print a collection of Great Ideas. Send your story to the *Recruiter Journal*, by E-mail: to howee@usarec.army.mil. Please send your photographs, if your "Great Ideas" submission was a photo opportunity.

Idea #1:

Recently, one of my high schools was scheduled to have an ASVAB test. The school scheduled to have 20 people tested. This was a large number from past test records at the school. The school has normally tested eight people per year. A week before the test, I talked to the guidance counselor who was in charge of the test. She only had six people signed up and was about to cancel the test, so I offered to sponsor a pizza party for the junior or senior homeroom that had the most people sign up. Needless to say, we tested 72 people.

Another note about the ASVAB test. One week, I had three test at my high schools. I noticed that the other recruiters from the other branches did not interact with the students. I decided to stay in front of the students as much as possible. When someone needed a pencil or scratch paper or had a question, I made sure I was the one racing across the room to help them. I also wore my dress blue uniform. The bottom line was that a sharp soldier in the dress blue uniform interacting with the students made a difference. More students knew who I was when I did my contacts after the test. It was a lot easier to make appointments. Also, the dress blue uniform gives you plenty of leverage against the Marine uniform.

SSG Terry L. O'Brien
Georgetown Recruiting Station

Idea #2:

The Minneapolis Battalion training shop has started a competition for the best high school/COI powerpoint presentation of the month. Each month, the presentations are reviewed by the battalion training team, who chooses the winning powerpoint presentation of the year. The top prize is all meals paid at the Annual Training Conference for the winning training shop.

The purpose of this competition is to:

- Get recruiters in the schools doing powerpoint presentations to increase production and senior contacts.
- Develop a powerpoint library at the battalion so that recruiters can come and use other recruiters powerpoint presentations and ideas to fine tune their presentations.

MSG Jerry L. Brown, Master Trainer
Minneapolis Battalion

Idea #3:

Regarding your message concerning great ideas, our USAR recruiters visit the county register of deeds twice each month in search of DD-214s, which are considered public records information. This has resulted in new leads and 2 contracts (TRR).

SFC Thomas W. Surber, Station Cdr
Johnson City Recruiting Station

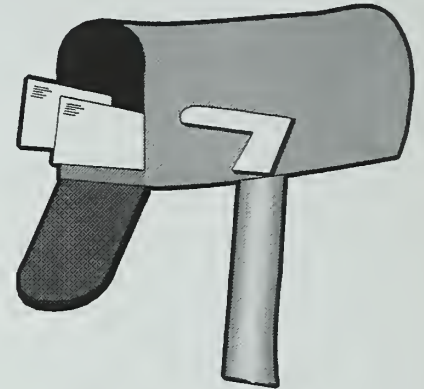
Idea #4:

In response to your request for good ideas in the last edition of fast facts, we added a junior contacts column to our 636 as a way of keeping visibility on our junior contacts throughout the school year, because of the new 270-day split rule, junior contacts have become even more important.

MAJ Audrey Hudgins, Salt Lake City
Recruiting Company Commander

Idea #5:

We held a military ball for all our DEPs and DTPs on Armed Forces day in May 1998. We invited DEPs, DTPs, parents, educators, and COIs. We even had a US representative attend. The ball was semi-formal and we presented the DEPs and DTPs through a saber arch formed by the recruiters. As they walked through the arch, we announced their name, MOS and basic training date (and assigned reserve unit for the



DTPs). We had refreshments and dancing afterwards and a photographer was on hand. The entire event was similar to a prom or homecoming with a military flair. The ball had the effect of reinforcing their commitment to the Army just prior to two of the three biggest DEP loss months of the year (June and July) and cut down on our DEP/DTP loss ratio to the lowest level the company has seen in over 3 years.

— **MAJ Audrey Hudgins**

Idea #6:

We bought an AUSA directory and sent letters to all the AUSA members in our area asking for their support in our recruiting efforts. We received many replies volunteering their time to go to local high schools/colleges to tell their Army story.

We have presented the Army story to local rotary clubs, Chambers of Commerce and school-to-work organizations. This has resulted in increased visibility for the Army among local school officials, business leaders and other government officials. I led to a stronger relationship with a high school jobs coordinator and involvement in a school district's technology initiative program.

— **MAJ Audrey Hudgins** 

National Defense Authorization Act

National Defense Authorization Act (NDAA) signed into law on Oct. 23, 1998.

The bill contains several provisions that will affect Army Reserve soldiers.

- ◆ The expansion of current eligibility of Army Reserve soldiers for commissary access (from 12 to 24 visits per year).

- ◆ Travel on commercial carriers at government rates for Army Reserve soldiers enroute to military drill.

- ◆ Reduced requirement of time-in-grade retirement for the Army Reserve component general/flag officers involuntarily transferred from active status.

- ◆ Extension of active component/reserve component transition management and benefit authorities until Sept. 30, 2003 (including 15-year+ medical retirement authority for reserve component).

- ◆ Army Reserve component to be eligible for hostile-fire pay on the same basis as active component personnel.

- ◆ Increase in loan repayment for health profession officers serving in the Selected Army Reserve (\$3,000/\$20,000 — \$20,000/\$50,000).

- ◆ Expansion of dependent eligibility under the retiree dental program.

Also included in the FY 99 NDAA will be provisions that deal with the following issues:

- ◆ Revision to educational requirement for promotion of an Army Reserve officers (bachelors degree for three).

- ◆ Use of the Army Reserve and PHS Corps for emergencies involving weapons of mass destruction.

- ◆ Issuance of burial flags for deceased and former members of the Selected Reserve.

- ◆ Honor guard details at

funerals of veterans.

- ◆ Re-enlistment bonuses for Army Reserve service members on active Guard/Reserve duty.

- ◆ Open enrollment for Survivor Benefit Plan (one year beginning Mar. 1, 1999).

- ◆ Plan for the redesign of the military pharmacy system.

- ◆ Project to include covered beneficiaries within the Federal Employees Health Benefits Program (FEHBP).

Important Message Traffic

USAREC Messages

98-072 Licensure Requirement for Audiologist, Clinical Dietitians, Occupational Therapists, Social Workers, and Speech Pathologists

98-073 Home School and National Guard Youth Challenge/GED Credentials

98-074 Part I: As a result of a possible compromise on the AAAT, HQDA has required all test control facilities, to include MEPCOM, to obtain approval to administer the AAAT on an individual basis.

98-074 Part II: This message provides interim guidance regarding the Delayed Training Program ownership and transfer of ownership responsibility pending update of USAREC Reg 601-105.

RECUSAR Messages

98-036 Part I, Montgomery GI Bill Kicker for MOS 71LF5

98-036 Part II, FY 99 Authorized USAR AMEDD Incentives

98-037 Additional Policy for Active Duty Special Work (ADSW) Program



USAR Personnel Readiness Award

Congratulations to SFC Paul E. Ohman of the Jacksonville MEPS for

qualifying for the 7th annual USAR Personnel Readiness Award. This award recognizes guidance counselors who have excelled in selling the highest priority MOS/vacancies, thereby contributing to the overall readiness of the US Army Reserve. The award is scheduled to be presented at FORSCOM Headquarters, Fort McPherson, Ga.




New FY 99 Incentive

Effective Sept. 6, 1998, the Selected Reserve Montgomery GI Bill was increased to \$9,036. This is broken down as follows: a full-time student will receive \$251 per month for 36 academic months, a three-quarter time student will receive \$188 for 48 academic months and a half-time student, \$125 for 72 academic months.

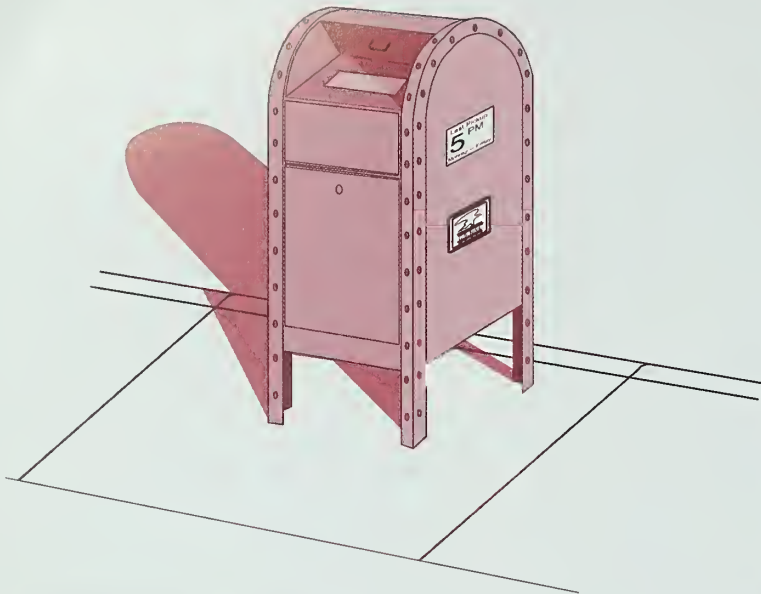
In addition, the Selected Reserve Montgomery GI Bill will be supplemented by the GI Bill Kicker, which was approved by Office of the Chief, Army Reserve Oct. 23, 1998.

Applicants who enlist into designated MOSs in selected high priority Troop Program Units (TPUs) will be offered an additional "Kicker." This will come in the form of an additional \$100, \$200 or \$350 that an individual will receive monthly along with the basic Montgomery GI Bill entitlement.

This incentive will be available to applicants who score a minimum of 31 or above on the Armed Services Vocational Aptitude Battery (ASVAB) and meet the eligibility criteria for the standard Selected Reserve Montgomery GI Bill. REQUEST will determine which MOSs will offer the GI Bill Kicker and at which amount.

Approximately 90 MOSs will offer the GI Bill Kicker which can be received in conjunction with an Enlistment Bonus and Student Loan Repayment Program. 

All "The Way I See It" forms received by the USAREC Chief of Staff are handled promptly. Those that are signed and include a phone number will receive a phone call within 48 hours of receipt. Those with addresses will receive a written response approximately three weeks from receipt.



Respondents who include their phone numbers will receive a phone call within 48 hours of receipt.

A recruiter writes:

Recently I've heard a rumor. I'm sure the rumor is not true, and I'm writing to set the record straight. I was told that the Army sells the LEADs list to other military services just days after its acquired. I instantly defended USAREC's intelligence level.

Introducing another military service to someone you may still be working is not a good sign of an organization that wants to succeed. Please respond and stop this rumor in its tracks.

Chief of Staff responds:

Thank you for informing us about this pernicious rumor about leads. You are absolutely correct that it is not true. We do not disclose our leads to anyone else. Rest assured that USAREC never has and never will sell or provide our leads lists to anyone. For one thing, it is against the law to disclose this information. The contractual agreement we have with our leads processing vendor prohibits them from disclosing this information. Monitoring safeguards actively ensure the ongoing protection of the integrity of our lists.

However, our source for the leads lists you receive five times each year is the Joint Recruiting Advertising Program (JRAP), and these lists are provided to all the other armed services at the same time they are provided to us. Beyond the JRAP lists, other list sources are limited, and all the services are competing with each other to obtain the same information and reach the same prospects.

You should also know that JRAP does its own advertising and direct mail to generate leads for all the services. These leads are provided to you, but also to any of the other services in which the prospect expressed interest. Therefore, the names you receive, especially if JRAP is noted as the source, should be worked as soon as possible to ensure you have some competitive advantage over any other service who might have similar information.

Thank you again for responding to "The Way I See It" program. Thank you for your concerns and please continue to let us know how we can better support the recruiter. For further information, contact Ms. Louise Eaton at commercial (502) 626-0169. 📞

A recruiter writes:

This letter is in reference to the *Recruiter Journal*, September 1998 cover photo. Army Regulation 840-10, Chapter 2, paragraph b, specifically states, "no lettering or object of any kind will be placed on the flag of the United States."

When I saw this picture, I thought it was in poor taste. What happened to the pride we once had for our flag? Is this how we want to represent our Army and country?

As a recruiter in the civilian community, I see the flag disrespected often. I never thought I'd see such disrespect come from an Army publication. Any object on the flag is wrong especially combat boots. I think that's pitiful and a slap in the face to all veterans. If this is how our Army is changing, then it will have to change without me. I will never be a part of any organization that disrespects our flag or country.

Chief of Staff responds:

Thanks you for your comments on the use of the American flag on the September cover of the *Recruiter Journal*. You are right to point out that respect for the American flag is of utmost importance.

While the way the flag was used in the artwork for the cover is not in compliance with Army Regulation 840-10, it was not intended to be disrespectful. You are correct in drawing this to our attention, and we are sorry that you were offended by it.

I want to thank you for taking the time to raise this issue in the *Recruiter Journal* "The Way I See It" program.

The Way I See It

Vision implies change. Change is upon us. We are better off to participate in change and to help shape it than to be dragged along by change. You can help shape the future and make it better. You know your job better than anyone. What are your ideas for improving operations? Share them on the space below and mail this according to the instructions on the back of this form, postage free.

Please be as detailed as possible when citing examples for improvement. Recruiters, support staff, and family members are encouraged to use this space to voice ideas and concerns. If you desire a direct response to your comments or suggestions, please include your name and address. Names are *not* required.

Dear Chief of Staff:

Teamwork: Working together as a team, we can accomplish more than working as individuals. Share your vision for the future of the US Army Recruiting

Command. All forms are mailed to and received directly by the USAREC Chief of Staff, Fort Knox, Ky.

Fold here second and secure with tape

DEPARTMENT OF THE ARMY
HEADQUARTERS
U.S. ARMY RECRUITING COMMAND
FORT KNOX, KY 40121-2726

OFFICIAL BUSINESS



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IN THE
UNITED STATES

BUSINESS REPLY MAIL

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POSTAGE WILL BE PAID BY ADDRESSEE

ATTN: RCCS (CHIEF OF STAFF)
COMMANDER
US ARMY RECRUITING COMMAND
1307 3RD AVE
FORT KNOX KY 40121-9972



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Recruiting Support Activities

Total Army Involvement in Recruiting and Recruiting Support Activities



Albany

6-11 Dec.	Journalist Team
6-12 Dec.	Infantry Medical Team
11 Dec.	Fort Drum tour
21 Dec.	West Point tour
10-15 Jan.	Ranger Team
10-15 Jan.	Band Clinic
10-15 Jan.	Army Marksmanship Team
24-29 Jan.	Special Forces Team

Atlanta

1-17 Dec.	Cinema Van
15 Dec.	Culinary Arts Team
10-16 Jan.	Combat Engineers Team
	Service Pistol Competition at Fort Benning, Ga.
19-23 Jan.	Army Marksmanship Unit
25-29 Jan.	Cinema Pod

Baltimore

1-18 Dec.	Cinema Van
14 Dec.	Culinary Arts Team
18 Dec.	Culinary Arts Team
8 Jan.	Color Guard
15 Jan.	Culinary Arts Team
16 Jan.	Band Clinic

Beckley

1-17 Dec.	Cinema Pod
6-11 Dec.	Photo Journalist
6-11 Dec.	Light Wheeled Vehicle Mechanic
6-11 Dec.	Armor Crewman Team
6-11 Dec.	Special Operations Communications Team
6-11 Dec.	Light Wheeled Vehicle Mechanic
6-12 Dec.	Medical Team

Chicago

1-10 Dec.	Cinema Van
1-11 Dec.	Cinema Pod
6-12 Dec.	World Class Athlete-Wrestlers
7-11 Dec.	Army Marksmanship Team
10-23 Jan.	Communications Team

Cleveland

1-5 Dec.	Cavalry Scout
6-11 Dec.	Ranger Team
17-22 Jan.	Ranger Team
24-29 Jan.	Army Marksmanship Unit

Columbia

17-18 Jan.	Army Marksmanship Unit
	International Pistol Competition in Charleston, S.C.
20 Jan.	Band Clinic
27-29 Jan.	Linguist Team
28 Jan.	Static Equipment Display

Columbus

1-18 Dec.	Cinema Van
6-12 Dec.	Sniper/Rappelling Team
10-14 Jan.	Army Marksmanship Team
11-15 Jan.	Sniper/Rappelling Team
14-23 Jan.	Army Marksmanship Unit
	in Cincinnati Sports Show
15 Jan.	MP Team w/dog
5-29 Jan.	Cinema Pod

Dallas

1-10 Dec.	Cinema Pod
7-11 Dec.	Cannon Crewmen
14-16 Dec.	Construction Repair
11-15 Jan.	Military Police Team
11-15 Jan.	Cannon Crewmen
18-22 Jan.	Armor Crewmen
18-22 Jan.	Food Service Specialist
25-29 Jan.	Food Service Specialist
25-29 Jan.	Medical Specialist
29-31 Jan.	Army Adventure Van

Denver

7-11 Dec.	Russian Linguist Team
19-29 Jan.	Mechanic Team

Events are subject to change without notice. Check with your battalion Advertising and Public Affairs Office for confirmation and details.

Des Moines

1-12 Dec.	Special Forces Team
10-16 Jan.	Combat Medic
10-16 Jan.	Air Defense
10-16 Jan.	Flight Warrant Officer
24-30 Jan.	MP w/K-9

Great Lakes

1- 5 Dec.	Special Forces Team
6-12 Dec.	Long Range Surveillance Team
13-18 Dec.	Infantry Scout Team
11-15 Jan.	Journalist
24-30 Jan.	Light Wheeled Vehicle Mechanic
25-29 Jan.	Cinema Pod
29-31 Jan.	Army Marksmanship Unit Service Pistol Competition at Grand Rapids, Mich.

Harrisburg

2-4 Dec.	Spanish Linguist Team
7-9 Dec.	MP K-9 Team
13-17 Dec.	Video/Photographer Team
11-13 Jan.	Infantry Team
11-13 Jan.	Auto Mechanics Team

Houston

7-11 Dec.	Culinary Arts Team
7-11 Dec.	MP K-9 Team
7-11 Dec.	Mechanic Team
14-18 Dec.	Linguist Team
14-18 Dec.	Medical Team
4-6 Jan.	Military Police Team
4-7 Jan.	Mechanic Team
4-7 Jan.	Explosive Ordnance Demolition
10-15 Jan.	Ranger Team
13-15 Jan.	Culinary Arts Team
26-29 Jan.	Cinema Pod

Indianapolis

1-4 Dec.	Helicopter Mechanic
1-18 Dec.	Army Adventure Van
6-11 Dec.	Ranger Team
7-11 Dec.	Broadcaster
14-18 Dec.	Food Service
14-18 Dec.	Cinema Van
11-15 Jan.	Infantry Clinic

Jackson

No events scheduled.

Jacksonville

1-4 Dec.	Ranger Team
3-9 Jan.	Special Forces Team
10-16 Jan.	Chemical Team/Vehicle
23-30 Jan.	Language Team
24-29 Jan.	Light Wheeled Vehicle Mechanic

Kansas City

2-4 Dec.	Medical Team
6-8 Dec.	Medical Team
6-11 Dec.	Linguist Team
7-9 Dec.	MP K9 Team
15-17 Dec.	Pharmacist Team
11-15 Jan.	Medical Team
17-22 Jan.	Ranger Team
19-22 Jan.	Rock Band
26-29 Jan.	Mechanic Team
26-29 Jan.	Cinema Van
26-30 Jan.	MP K9 Team

Los Angeles

1-4 Dec.	Ranger Team
7-11 Dec.	Multi-MOS Team (Telecommunications Specialist/ Culinary Arts/Transportation/Personnel Administra- tion/Truck Mechanic)
7-13 Jan.	Morse Code Interceptor Team
7-13 Jan.	Legal Clerk Team
10-16 Jan.	Unmanned Aerial Vehicle
11-15 Jan.	Multi-MOS Team
14 Jan.	Tour to NTC
18-22 Jan.	Army Marksmanship Unit
21-27 Jan.	Signal Intelligence Team
24-28 Jan.	Electronic Warfare Team

Miami

24-29 Jan.	Ranger Team
25-29 Jan.	Cinema Van

Mid-Atlantic

12-14 Jan.	Linguist Team
26-29 Jan.	Culinary Arts Team

Events are subject to change without notice. Check with your battalion Advertising and Public Affairs Office for confirmation and details.

Schedule of Events

Milwaukee

1-5 Dec.	Light Infantry-Winter Survival
1-18 Dec.	Cinema Pod
3 Dec.	Mechanics Team
6-12 Dec.	Linguist Team
13-19 Dec.	Military Police Team
10-16 Jan.	Culinary Arts Team
10-15 Jan.	Ranger Team
17-23 Jan.	Army Marksmanship Team
22-24 Jan.	Army Adventure Van
24-30 Jan.	Aircraft Maintenance Team

Minneapolis

6-12 Dec.	Wheeled Vehicle Mechanic
24-31 Jan.	Engineers (USAR)
6-12 Dec.	Aviation Maintenance Skill Clinic
24-31 Jan.	Culinary Arts
28 -31 Jan.	Arctic Survival Skills Clinic
28-31 Jan.	Army Adventure Van

Montgomery

1-5 Dec.	Drill Sergeant
4 Dec.	Fort Benning Tour
5 Dec.	Helicopter Static Display
8-11 Dec.	Carpenter/Fire Support
12 Dec.	Silver Wings Jump Team
6-9 Jan.	Light Wheeled Vehicle Mechanic
24-30 Jan.	Culinary Arts Team
28-30 Jan.	Band Skill Clinic
29 Jan.	Band Skill Clinic

Nashville

4 Dec.	Band Clinic
7 Dec.	2 Motor Maintenance Teams
7 Dec.	Military Police Team
7 Dec.	2 Medical Teams
11 Jan.	Medical Team
15 Jan.	Band Clinic
26 Jan.	Mechanics Team
27 Jan.	Mechanics Team
28 Jan.	Culinary Arts Team
29 Jan.	Culinary Arts Team

New England

1-4 Dec.	Communications Repair Team
6-12 Dec.	Culinary Arts Team
24-29 Jan.	10th Mountain Rock Band

New Orleans

1-10 Dec.	EOD Team
16-29 Jan.	Cinema Van

New York City

1-18 Dec.	Cinema Pod
6-12 Dec.	Communications Repair Team
22-29 Jan.	Military Police Team

Oklahoma City

7-10 Dec.	Army Adventure Van
10-15 Jan.	Ranger Team
17-22 Jan.	Ranger Team
24-27 Jan.	Band Clinics
25-29 Jan.	Cavalry Scout Team
25-30 Jan.	Drill Sergeant Team
25-30 Jan.	Global Positioning Satellite Team

Phoenix

1 Dec.	Drill Sergeant Team
7 Dec.	Military Intelligence Team
18-22 Jan.	Spanish Linguist Team
24-29 Jan.	Army Marksmanship Unit
24-29 Jan.	Ranger Team

Pittsburgh

1-5 Dec.	Infantry Medic Team
17-22 Jan.	Communications Repair Team

Portland

9-12 Dec.	Band Clinics
11 Dec.	Culinary Arts Team
10-15 Jan.	Army Marksmanship Unit
25-29 Jan.	MP K-9 Team

Raleigh

1-17 Dec.	Cinema Pod
1-2 Dec.	Army Marksmanship Team
7-11 Dec.	Parachute Rigger
7-11 Dec.	Cavalry Scout
7-11 Dec.	Culinary Arts Team
25-29 Jan.	Band Skill Clinic
25-29 Jan.	Journalism Team
11-15 Jan.	Cavalry Scout
25-29 Jan.	Petroleum Supply Team
26-29 Jan.	Communications Team

Events are subject to change without notice. Check with your battalion Advertising and Public Affairs Office for confirmation and details.

Schedule of Events

Sacramento

2-10 Dec. Cinema Van
1-11 Dec. Culinary Arts Team
18-22 Jan. Communications Team

Salt Lake City

7-11 Dec. Field Ambulance Team
11-17 Jan. Army Marksmanship Unit
18-22 Jan. Linguist Team

San Antonio

1-4 Dec. Cinema Van
4 Dec. Transportation/Static Equipment Display
4 Dec. Military Police Team
4 Dec. Honor Guard
5 Dec. Word Class Athlete Compete in Modern Pentathlon
16 Dec. Band Clinic
20 Jan. Band Clinic

Seattle

1-10 Dec. Cinema Pod
3 Dec. Tour Madigan Army Medical Center
4 Dec. Humvee Maintenance Team
8 Dec. Tour Madigan Army Medical Center
9 Dec. Tour Fort Lewis, Wash.
10 Dec. Band Clinic
11 Dec. Fuel HMETT Team
11 Dec. Tour Fort Lewis Ed Center & Museum
15 Dec. MP Humvee Team
16 Dec. Maintenance Humvee Team
17 Dec. HMETT Wrecker Team
13 Jan. Tour Madigan Army Medical Center
17 Jan. Tour Madigan Army Medical Center
27 Jan. Light Wheel Vehicle Mechanic Team

Southern California

1-10 Dec. Cinema Van
6-12 Dec. EOD Team
12 Dec. Tour to NTC
24-29 Jan. Military Intelligence Team

St. Louis

1-5 Dec. Army Adventure Van
6-11 Dec. Armor Team
6-11 Dec. German Linguist Team
6-11 Dec. Artillery Team
6-11 Dec. Medical Team
6-11 Dec. Armor Team
9-15 Dec. Cinema Van

16-18 Dec. Band Clinic
24-29 Dec. Culinary Arts Team
24-29 Jan. Patriot Missile Team
24-29 Jan. Combat Engineer Team
24-29 Jan. Arabic Linguist Team
24-30 Jan. R&D Team
25-29 Jan. Cinema Pod

Syracuse

1-5 Dec. Culinary Arts Team
6-12 Dec. Infantry Medical Team

Tampa

11-15 Jan. Journalist Skill Clinic
15 Jan. Parachute Team
22 Jan. Parachute Team

National Convention Schedule

6-10 Dec. American Society of Health Systems
Pharmacists Mid-Year
Las Vegas, Nev.
10-12 Dec. American Vocational Association
New Orleans, La.
13-17 Dec. National High School Athletic
Directors Association
Las Vegas, Nev.
15-19 Dec. Midwest Band and Orchestra Clinic
Chicago, Ill.
6-10 Jan. International Jazz Educators
Conference
Anaheim, Calif.
7-9 Jan. Florida Music Educators Association
Tampa, Fla.
9-13 Jan. North America Veterinary
Conference
Orlando, Fla.
14-16 Jan. Denver Midwinter Dental Convention
Denver, Colo.
21-24 Jan. Yankee Dental Meeting
Boston, Mass.
25-27 Jan. The Society of Thoracic Surgeons
San Antonio,



Events are subject to change without notice. Check with your battalion Advertising and Public Affairs Office for confirmation and details.

Schedule of Events

Army National Advertising Schedules

December 1998 - January 1999

Active Army Television — Sports on television:

Date	Network/Time*	Program
5 Dec.	CBS, noon ESPN, noon	Army-Navy Game NCAA Basketball Temple @ Indiana
6 Dec.	CBS, 1:00 p.m.	NFL Game 1
8 Dec.	ESPN, 9:30 p.m. ESPN, 7:30 p.m.	NCAA Basketball Iowa @ Kansas NCAA Basketball Indiana @ Kentucky
12 Dec.	ESPN, noon	NCAA Basketball West Virginia @ Villanova
13 Dec.	CBS, 1:00 p.m. FOX, 1:00 p.m. FOX, 4:00 p.m.	NFL Game NFL Regional Game NFL Dallas @ Kansas City
17 Dec.	ESPN, 7:30 p.m.	NCAA Basketball Louisville @ North Carolina
19 Dec.	CBS, 12:30 p.m. ESPN, noon FOX, 4:00 p.m. ESPN, 9:30 p.m.	NFL New York Jets @ Buffalo NCAA Basketball Tennessee @ Southern Florida NFL Tampa Bay @ Washington NCAA Basketball Princeton @ University of Maryland
20 Dec.	CBS, 1:00 p.m. FOX, 4:00 p.m.	NFL Game NFL Philadelphia @ Dallas
23 Dec.	ESPN, 7:30 pm	NCAA Basketball Arkansas @ Wake Forest
25 Dec.	ABC, 3:30 p.m. ABC, noon	Aloha Bowl Blue-Gray Game
2 Jan.	ABC, 4:00 p.m.	NFL Wildcard Game #2
3 Jan.	CBS, 12:30 p.m.	NFL AFC Wild Card Game
10 Jan.	FOX, 12:30 p.m. CBS, 3:30 p.m. CBS, 4:00 p.m.	NFC Division Game AFC Playoff #1 Pregame AFC Playoff #1

Programs

Date	Network/Time*	Program
6 Dec.	FOX, 8:00 p.m.	The Simpsons
7 Dec.	UPN, 8:00 p.m. WBN, 9:00 p.m.	Guys Like Us Hyperion Bay
8 Dec.	UPN, 8:00 p.m.	Moesha
10 Dec.	UPN, 8:00 p.m. FOX, 9:00 p.m.	UPN Movie Hollyweird
13 Dec.	FOX, 8:00 p.m.	The Simpsons
15 Dec.	FOX, 8:00 p.m. FOX, 9:00 p.m.	King of the Hill Brimstone
17 Dec.	FOX, 9:00 p.m.	Hollyweird
22 Dec.	FOX, 8:00 p.m.	King of the Hill
24 Dec.	WBN, 8:30 p.m. FOX, 9:00 p.m.	Jamie Foxx Hollyweird

* Times listed are Eastern Standard Time. Times & programs are subject to change without notice.

Syndicated Shows: NFL Under the Helmet

Cable:

ESPN: NCAA Basketball (Tiers 1-3), College Football Thursday w/repeat, College Football Saturday w/repeat, High School Sports America, NBA Inside Stuff, NFL Films, NHL Regular Season, Outside the Lines, Sports News, Ironman Triathlon,

and Preseason Basketball National Invitational Tournament.

MTV: Saturday and Sunday Weekend Specials, Say What?, The Cut, MTV Sports, True Life, Ultra Sound, and in rotation.

Comedy Central: in rotation

TNN: Dukes of Hazzard, and Motor Madness.

CMT: Big Ticket, Delivery Room, CMT Showcase, and in rotation .

MUCH MUSIC: Music Countdown, Break This, Rap City, and run of schedule.

FAM: Outrageous, Mr. Bill/Action, Fox Family Countdown, Youth Concert, and Life, Camera, Action.

Hispanic Active Television

Syndication/Cable:

LUNA: Mi Gente — two times per week during flighted weeks of Dec. 7-27. Four times per flight of Jan. 4-18.

Fox Sports Americas — Weeks of Dec. 28 – Jan. 18.

Mas Musica — Weeks of Dec. 28 – Jan. 18, 10 times per flight.

Galavision Sports — Weeks of Dec. 28 – Jan. 18, 6 times per flight.

African-American Active Television

Cable:

ESPN: ARETE Awards, Dec. 24, 10:00 p.m.

Elite 4 Basketball Holiday Classic, Dec. 6, 1:00 p.m.

FOX Sportsnet: American Basketball League Regular Season (Women's Pro Ball)

Syndicated:

African Heritage Network: Jungle Fever and New York Undercover

King Media Sales: Showtime at the Apollo

CF Entertainment: The Entertainers

American Athletes (weekly and specials)

Syndicated Sports:

Sunbelt Video: Black College Sports on ESPN, CIAA Football, CIAA Basketball,

Heritage Bowl Game on NBC, week of Dec. 21

Advantage Marketing: Bayou Classic

Active Army Print

Publication	Date
Four Wheeler	Dec.
Hot Rod	Jan.
Popular Science	Dec. (Heartland edition only), Jan.
Field & Stream	Dec. (50 percent circulation)
Sport	Jan.
Sporting News	Dec. 14 and Dec. 28
Sports Illustrated	Jan. 25
TV Guide	Jan. 25
ESPN Magazine	Jan. 18
Entertainment Weekly	Jan. 18
Ebony	Dec. (regional only)
FFA: New Horizons	Dec.
Fast Times	Jan. – Feb.
Careers & Colleges	Dec.
American Legacy	Dec.
Managing Your Career (Cass Comm.)	Dec., Jan. – May
Jet	Dec. 28, Jan. 16
Y.E.S.	Dec., Jan.
First Opportunity	Jan. – Feb.
Discover en Espanol	Jan.
Vista	Jan. – Feb.
Black College Football Preview	Dec.

Schedule of Events

Active Army Print continued

Hispanic Times	Dec.
Hispanic Business	Jan.
Hispanic Register	Dec.
Solo Soccer	Jan.

Active Army Radio

Work Broadcast	Flighted Weeks of Nov. 30-Jan. 25
WMMF	
Emerald 12 times	18 times per week total
Rock Block	18 times per week total
ABC/Genesis	10 times per week
Flashback	2 times per week
Rock Mix	14 times per week
Rick Dees Top 40	3 times per week
Global/Alternative Network	3 times per week
Premiere/Rock Network	2 total spots
Media America/	
Super Rock	2 times per week
MJI	
Alternative Network	3 times per week
Country Today	3 times per week
Premiere	
Rock Network	4 total spots
USRN	
Young Adult	2 times per week

African-American Active Syndicated Radio Flighted Weeks of Nov. 30 -Dec. 14)

Syndicated Radio	1 time per week (and 51 weeks in '99)
MJI	
Urban Network	3 times per week
Voices	
Comic Strip	4-5 times per week
Hip Hop	4-5 times per week
Rollin In Style	4-5 times per week
Bailey Broadcasting	
Radioscope	3 times per week
Hip Hop Countdown	1 time per week
Media America	
Urban Target Network	2 times per week
AURN/News & Sports	6 times per week
Updates	2 times per week
STRZ Entertainment Net.	2 times per week
SJS Entertainment/Urban Radio Network	6 times per week
Studio Vybes	6 spots
Premier/Urban Weekday/Weekend Network	24 spots

Hispanic Network Active Radio - # Spots and Flighted the weeks of Dec. 28-Jan. 25

Mexican Professional Soccer	3 times per week
Futbol de Primera	13 times each flight
Radio Unica Package	
Anti-Dropout Campaign	4 times total
Sports Programming	15 times each flight
HRN	4 times per flight
Spot Radio: Influencer audience — 50 times per flight, Top 3 Markets: New York, Miami, and Los Angeles. Prospect audience — 35 times per flight, 7 Markets: Chicago, San Francisco, Houston, San Antonio, McAllen, Dallas, and Phoenix.	

Army Reserve Television

Date	Network/Time*	Program
4 Dec.	NBC, 1:30 a.m.	Friday Night Videos
5 Dec.	CBS, 3:30 p.m.	CFA Football Army/Navy
6 Dec.	ESPN, 1:00 p.m.	NCAA Championships Women's Soccer
	ESPN2, 6:00 p.m.	College Football Bowl Alliance Selection
7 Dec.	NBC, 12:30 a.m.	Conan O'Brien 1
	NBC, 1:30 a.m.	Later
10 Dec.	NBC, 1:30 a.m.	Later
	ESPN, 3:30 p.m.	NCAA Basketball Connecticut @ Massachusetts
11 Dec.	NBC, 12:30 a.m.	Conan O'Brien 1
12 Dec.	ESPN, 2 p.m.	College Football Division 3 Championships
14 Dec.	NBC, 1:00 a.m.	Conan O'Brien 2
	NBC, 1:30 a.m.	Later
	ABC, 8:00 p.m.	Monday Night Blast
15 Dec.	NBC, 1:30 a.m.	Later
17 Dec.	NBC, 1:00 a.m.	Conan O'Brien 2
18 Dec.	NBC, 1:30 a.m.	Friday Night Videos
19 Dec.	CBS, noon	NCAA Basketball
	ESPN2, 6:00 p.m.	College Football Las Vegas Bowl w/Repeat
23 Dec.	ESPN2, 8:00 p.m.	College Football Motor City Bowl w/repeat
26 Dec.	WGN, 1:30 a.m.	Xena
	WGN, 2:00 p.m.	Xena
	WGN, 3:00 p.m.	Hercules
	WGN, 10:00 p.m.	Coach
27 Dec.	WGN, 9:30 p.m.	Instant Replay
	WGN, 10:00 p.m.	Coach
29 Dec.	ESPN2, 9:00 p.m.	NHL Flyers @ Flames w/repeat
2 Jan.	ESPN2, 3:00 p.m.	CFA Humanitarian Bowl w/repeat
	ESPN2, 8:00 p.m.	NHL Rangers @ Blues w/repeat
	WGN, 1:30 a.m.	Xena
	WGN, 2:00 p.m.	Xena
	WGN, 3:00 p.m.	Hercules
	WGN, 10:00 p.m.	Coach
3 Jan.	WGN, 10:00 p.m.	Coach
9 Jan.	WGN, 1:30 a.m.	Xena
	WGN, 2:00 p.m.	Xena
	WGN, 3:00 p.m.	Hercules
	WGN, 10:00 p.m.	Coach
10 Jan.	WGN, 9:30 p.m.	Instant Replay
	WGN, 10:00 p.m.	Coach
16 Jan.	WGN, 1:30 a.m.	Xena
	WGN, 2:00 p.m.	Xena
	WGN, 3:00 p.m.	Hercules
	WGN, 10:00 p.m.	Coach
17 Jan.	WGN, 9:30 p.m.	Instant Replay
	WGN, 10:00 p.m.	Coach

*Times listed are Eastern Standard Time. Times and programs are subject to change without notice.

NOTE: DRTV flights for the Army Reserve are expected to start sometime in January '99.

Syndication: Conan the Adventurer

Cable:

ESPN: NCAA Basketball (Tiers 1-3), College Football Championships, Extreme Programming, MLS Baseball Tonight, NBA Fantastic Series, NBA Inside Stuff, NFL Films, NFL Monday Night Countdown, Sportscenter, and NHL Regular Season.

ESPN2: Sports Variety, Sports News Weekday Afternoon and Saturday Morning, College Football w/repeats, CFA Bowl Games (see above schedule), NHL Regular

Schedule of Events

Season w/repeats, NCAA Basketball Regular Season, and ESPN News.

MTV: Bio Rhythm, Saturday & Sunday Weekend Specials, The Cut, Revue, MTV Jams Countdown, Real Wild, and in rotation.

Tribune: Save Our Streets, Earth: Final Conflict, Nightman

Comedy Central: in rotation

TNN: Dukes of Hazzard and Motor Madness

CMT: Big Ticket, Delivery Room, Hit Trip, Jammin' Country, and in Rotation

RAYCOM: More Than a Game, Sporting News College Bowl Preview

USA: WWF Sunday Night Heat

Army Reserve Print

Publication	Date
All-American Black Colleges Package	Dec.
Black Collegian Online	Dec.-Jan.
Murray Resource Guide	Dec.-Jan.
Corporate Gray Series (3 editions)	Dec.

USAR Prior Service Print

Publication	Date
post newspapers	Dec. 28
Army Times (worldwide)	Jan. 25

Army Reserve Radio

Network	Broadcast
None	

African-American Reserve Radio Flighted Weeks of Nov. 30-Dec. 21, Jan. 11, and Jan. 25

Bailey	
College Radio Network	6 times per week
Voices Inc.	
New Name	4 times per week
Black College Sportsfile	

Hispanic Network Reserve Radio Flighted Weeks of Jan. 11-25

None in December

Spot Radio — One hundred percent in 6 key USAR markets: Chicago, San Antonio, Washington, D.C., San Francisco, Sacramento, and Boston. Number of spots vary by market.

NFL package on Cadena Caracol, flighted during weeks of Jan. 4-Feb. 8.	
Wildcard Games	3 times
NFC/AFC Championship	12 times
NFC/AFC Finals	16 times
Superbowl	7 times
Pro Bowl	8 times

Internet Advertising Flight

The Internet banner advertising campaign started Nov. 4 and ends Dec. 27. Some banners appear continuously on some of the Internet sites and others appear at varied times. The following is a list of Internet sites and a description of each.

College/Financial Aid

Fast Web (www.fastweb.com) — Provides high school students and their parents, college students and recent college graduates with tools (free of charge) to locate and apply for college scholarships, internships, loan and savings opportunities, and to successfully transition from high school to college and from college to career.

Peterson's (www.petersons.com) — The most comprehensive and heavily traveled education resource on the web, the nation's leading information services provider.

Student.com (www.student.com) — Student.com is the first independent web site with original daily content to serve all aspects of college life. The site combines the writing of the nation's best collegiate journalists with some of the most innovative uses of Internet technology to create a comprehensive, in-depth site.

Games Sites

Gamespot (www.gamespot.com) — An extensive collection of PC and video gaming information. One of the largest web sites overall, and the largest gaming site with a reach of 1.8 percent. (Media Metrix, April '98)

Gamecenter (www.gamecenter.com) — A property of C-Net, one of the web's original giants, Gamecenter is the second largest gaming site on the web, with an overall reach of 1.7 percent. The site is an online game source where an avid game-player can download new games, find out up to date game news, sneak peeks at new games, look into features, hardware and game reviews.

Imagine Games Network (www.ign.com) — One of the largest networks of various gaming sites and key content areas relating to various areas of online gaming and computer related products and magazines.

Mplayer (www.mplayer.com) — Mplayer.com offers free play on the largest variety of games on the Internet. Offering members the heart-racing speed of 3D action games, real-time strategy, the magic of role playing, sport sensations, the G-force realism of simulations, or old fashioned classic games.

Search Engines

The following search engines are Internet directories and offer advertisers the opportunity to reach a mass audience as well as being able to target specific category groups through the use of keywords and/or channel sponsorships. They are: Yahoo! (www.yahoo.com); Infoseek (www.infoseek.com); Excite (www.excite.com); and Lycos (www.lycos.com)

Music Sites

N2K Music Sites

Music Blvd (www.musicboulevard.com) — Allows music lovers to purchase products and learn about their favorite artist in a hip environment. Massive catalog of music titles, artist biographies, discographies, album reviews, and cover artwork. Listen to a large selection of audio samples.

Rocktropolis (www.rocktropolis.com) — Offers high-quality music, film, entertainment, and pop culture information. Interact with other music fans, shop for CDs, and listen to live music cybercasts.

Broadcast.com (www.broadcast.com) — Broadcast.com is the leading aggregator and broadcaster of streaming media programming on the web. The company has the network infrastructure and expertise to deliver or "stream" hundreds of live and on-demand audio and video programs over the Internet or intranets to hundreds of thousands of users.

Sony MusicOnline (www.sonymusic.com) — Sony Music features some of the biggest names from every musical genre including rock, pop, blues, classical, and country. This site attracts a broad spectrum of music fans.

Real Networks (www.liveconcerts.com) — LiveConcerts.com features musicians from a wide range of genres.

Warner Bros. Online (www.wbr/jukebox.com) — Warner Bros. Online Jukebox is where Warner Music Group releases 25 percent of the world's recorded music and the top releases are online at the real-time audio jukebox.

Community Sites

Geocities (www.geocities.com) — Geocities is a company dedicated to forming on-line communities.

The Globe (www.theglobe.com) — The Globe.com has over 1.8 million members participating in discussion forums and chat rooms, building home pages, sending e-mail and purchasing products.

Bolt.com (www.bolt.com) — Bolt is an online destination where teens can interact and learn about college life and each other.

College Sports Sites

CBS Sportsline (www.cbssportsline.com) — CBS SportsLine is a leading Internet-based media company that provides sports related news, programming, and merchandise.

ESPN Sportszone (www.espn.com) — As part of the Disney/Infoseek venture, ESPN Sportszone is one of the leading sports sites on the web.

The Sportingnews.com (www.sportingnews.com) — The Sporting News provides timely, entertaining, analytical, and in-depth sport content on the Internet.

1. At the lowest level of command within USAREC, who can make an "Official Use" determination for using a GOV?
 - a. battalion commander
 - b. truckmaster
 - c. company commander
 - d. station commander
2. When the field recruiter fills out SF 1164 (Record of Expenses), which of the following is not an authorized expense?
 - a. Snacks, nonalcoholic beverages, and "occasional" lunches and dinners for the prospect.
 - b. Parking fees while on itinerary stops.
 - c. Rental of rooms for conference or meetings.
 - d. Official telephone calls, to include "occasional" commercial facsimile service.
3. Under the Army Ideas for Excellence Program, who is the approving authority for cash awards over \$10,000?
 - a. The chief of staff for HQ USAREC
 - b. The special staff section chief
 - c. The commanding general of HQ USAREC
 - d. The HQ Department of the Army
4. What does the letter "E" stand for after a form number printed at the bottom of the form?
 - a. Indicates the form is electronically generated and is not stocked.
 - b. Indicates the form is no longer stocked.
 - c. Indicates the form is no longer used.
 - d. Marks a new or changed entry.
5. What are the basic firing positions?
 - a. Foxhole, prone, prone supported, kneeling, kneeling supported and elbow supported.
 - b. Foxhole, prone, prone supported, kneeling, kneeling supported and standing.
 - c. Foxhole, prone, prone supported, kneeling, kneeling supported and seated.
 - d. Foxhole, prone, prone supported, kneeling, kneeling supported and crouching.
6. When transporting a casualty at long distance, which is the preferred method?
 - a. four-hand seat carry
 - b. two-man support carry
 - c. two-hand seat carry
 - d. two-man fore-and aft-carry
7. When a recruiter transfers, what USAREC form is used to transfer ownership of remaining DEP or DTP members?
 - a. USAREC Form 991
 - b. USAREC Form 986
 - c. DA Form 31
 - d. USAREC Form 435
8. What is the first step in putting on your protective mask?
 - a. remove your helmet
 - b. close your eyes
 - c. hold your rifle between your knees
 - d. stop breathing
9. Which statement is true?
 - a. A leads card isn't sent to individuals under 17-years of age.
 - b. A leads card is initiated on anyone who is interested in the Army.
 - c. A leads card is initiated on anyone 16-years or older.
 - d. A leads card is initiated only on selected individuals between 16- and 40-years old.
10. Which of the following is not considered a typical misdemeanor by AR 601-210?
 - a. desecration of American flag
 - b. harassment
 - c. riot
 - d. unlawful entry
11. Commanders below the approving authority, to include recruiting company commanders, may disapprove waivers for applicants who do not meet prescribed standards, or who do not substantiate a meritorious case, except for _____.
 - a. moral waivers
 - b. medical waivers
 - c. time-in-service waivers
 - d. dependent waivers
12. The waiting period following release from civil restraint gives the person a chance to show _____?
 - a. satisfactory rehabilitation
 - b. remorse
 - c. admit to offense
 - d. none of the above

The answers to this month's test can be found on the inside back cover.



Morrell Awards



BALTIMORE

SFC Robin M. Bercaw
SFC Joseph H. Pearson
SSG Dean A. Cummings

DALLAS

SFC Nathan Rainey

HARRISBURG

SFC Keith A. Mann

HOUSTON

SFC Marcial SepulvedaLopez
SSG Debra Ann Williams

KANSAS CITY

1SG Phillip E. Tabor
SFC Randall P. Henderson
SFC Grayson D. Orr
SSG Jay R. DeFellipo

MIAMI

SFC Eduardo Valcourt

NASHVILLE

SFC Daniel R. Woodyard

NEW YORK CITY

SFC Aubrey H. Sylvester
SSG Felix Montero

NEW ENGLAND

SFC Charles T. Briggs
SFC William P. Moors

PHOENIX

SFC Pete Zamora

RALEIGH

SFC Gilbert Lockhart
SFC Priscilla Ruiz

SACRAMENTO

SSG Nathan B. Breese
SFC Case E. Odle

SAN ANTONIO

SFC Jose Perez

ST LOUIS

SFC Monica R. Duncan-Boney

TAMPA

SFC Garry D. Greathouse Jr

HQ, USAREC

SFC John D. Biddle
SFC Richard R. Lambert
SFC Joseph Schott
SFC Billy D. Smith
SFC Lindsay Smith
SSG Malik H. Muhammad

1ST AMEDD

SFC Kendrick S. Fischer
SFC Thomas R. Smith
SSG Blake Powers

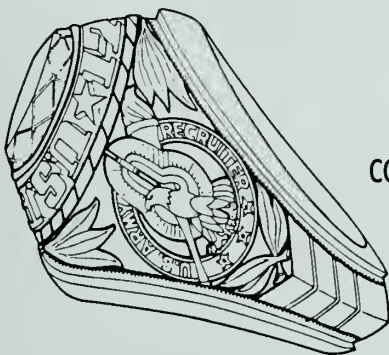
5TH AMEDD

SFC Timmy L. Tellis

6TH AMEDD

SFC Philip S. Dunlop
SFC Michael E. Haynie
SFC Paul M. Johnson
SFC Alfonso D. Laxamana
SFC Gerald E. Renenger
SFC David E. L. Smith

Recruiter Rings



COLUMBUS

SSG Billy R. Durham

DALLAS

SFC Michael Aikins
SSG Richard A. Strange

INDIANAPOLIS

SFC Theodore R. Homsher

LOS ANGELES

SSG Brad W. Zink
SGT Geroge Vasquez

MIAMI

SSG Gary L. Howard

MID-ATLANTIC

SFC Alex Breen Jr
SFC Terry W. Lazenby
SSG Douglas Bond

MILWAUKEE

SFC Alberto DeJesus-Gonzales
SFC Craig D. Lynn
SFC Christopher B. Miller

MONTGOMERY

SSG Thomas Hanna
SGT Robert Price

NEW ENGLAND

SSG David D. Kern Jr

NEW YORK CITY

SSG Rickey N. Paige

SEATTLE

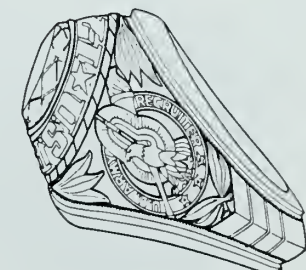
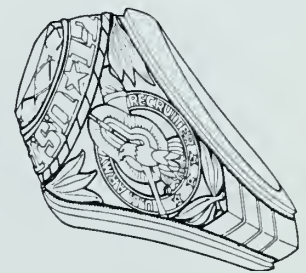
SFC Catherine L. Thomas

SOUTHERN CALIFORNIA

SFC Maurice A. Thorpe
SSG Doo Y. Chang

TAMPA

SGT Sheila S. Anderson



ALBANY

SFC Tracy A. Wolf

BECKLEY

SFC Denny L. Hylton

CHICAGO

SSG Cameron Nidever

COLUMBIA

SSG Raymond L. Davis
SSG Jerry A. Dinkins



BALTIMORE

SSG George Hurdle
SSG Yvette M. Kennedy
SSG Keith Matthew
SSG Derek Price
SGT Derrick C. Johnson
SGT Shawn S. Sawyer

CLEVELAND

SSG John C. Wray

DENVER

SSG Anthony Watson

JACKSONVILLE

SFC Herbert Hawthorne
SFC Ronald Polite
SFC Wayne Rivers

SSG Andre Pittman

LOS ANGELES

SFC Ramon A. Dumlao
SFC Roosevelt Massey
SSG James A. Daoust

MID-ATLANTIC

SFC Andrew Williams

MILWAUKEE

SGT Elizabeth A. Hayward

MONTGOMERY

SFC Gerald Palmer
SSG Grady Burrell
SSG William Martin

NASHVILLE

SSG Gregory P. Smith

NEW ORLEANS

SFC Audry W. Rolland

NEW YORK CITY

SFC Clifford A. Stein
SSG Alfonso S. Boyd
SSG Antoine L. Clark
SSG Brian S. Quinones

SGT Amin Noormohamed

OKLAHOMA CITY

SSG Quinten L. Kester
SGT James R. Arrington
SGT Richard L. Neese

PITTSBURGH

SFC William C. Dixon
SSG Mark D. Bell
SSG Michael J. Lahoda
SSG Keith V. McGaw
SSG Darren Schaeffer

SAN ANTONIO

SSG Peter A. Pulli
SGT Joseph J. Garcia

SEATTLE

SFC Larry L. Chambers Jr.

ST LOUIS

SSG William A. Ferguson

SYRACUSE

SSG Mark K. McGuigan

TAMPA

SSG Erick Bertram

The Gold Badge



An Army recruiter begins to work toward earning the Gold Badge immediately following graduation from the Army Recruiter Course at the Army Recruiting and Retention School at Fort Jackson, S.C. Upon assignment, the recruiter wears the silver badge, which identifies him or her as a member of the Army's recruiting team.

Located at the bottom of the silver badge are three silver stars that are exchanged for gold stars as the recruiter progresses. To earn these gold stars, a recruiter must display exemplary performance of duty and consistently meet or exceed the Army's recruiting requirements. When a recruiter has received three gold stars, the silver badge is replaced by the Army Gold Recruiting Badge. The circular band around the Gold Badge alludes to the Army's continuous need for young men and women of quality; the eagle stands for federal authority; and the flaming torch refers to advancement opportunities through educational benefits and skill training.

Pursuing the Gold Recruiting Badge tests and proves the ability and skill of the Army recruiter. When the recruiter wears this badge, he or she is recognized as an accomplished member of a respected, professional team.

Quality Volume - The Key To Our Success

Headquarters U.S. Army Recruiting Command

RSM OCTOBER 1998



TOP RA RECRUITERS

SSG Parrish, R.
(Mid-Atlantic)

SGT Fields, J.
(Nashville)

SFC Gambill, C.
(Chicago)

SSG Kelly, C.
(Kansas City)

SSG Affonso, V.
(Portland)

TOP USAR RECRUITERS

SFC DADE, R.
(Mid-Atlantic)

SSG Burrell, G.
(Montgomery)

SSG Bohmer, J.
(Minneapolis)

SSG Anderson, T.
(Kansas City)

SFC Arnold, C.
(Salt Lake City)

TOP LPSC STATIONS

Uniontown
(Pittsburgh)

Palatka
(Jacksonville)

NONE

Tulsa East
(Oklahoma City)

Tempe
(Phoenix)

TOP OPSC STATIONS

Hyannis
(New England)

Oxford
(Jackson)

Dickinson
(Minneapolis)

West Plains
(St. Louis)

Grants Pass
(Portland)

TOP AMEDD

Laurel

Florida

Chicago

San Antonio

Northwest

A handwritten signature in cursive script, reading "E R Gaddis".

"Be All You Can Be!"

EVAN R. GADDIS
Major General, USA
Commanding

RO/FY 99-01

Answers to the Test

1. c, USAREC Reg 56-1, Chap 3-1, para f
2. c, USAREC Reg 37-16, para 10a(11)
3. d, USAREC Suppl to AR 5-17, para 7-10a
4. a, USAREC Pam 25-30, para 11c
5. b, STP 21-1-SMCT Task 071-311-2007, Table 11

6. d, STP 21-1-SMCT Task 081-831-1041, para d
7. a, USAREC Reg 601-95, Chap 2, para 2-1(b)
8. d, STP 21-1-SMCT Task 031-503-1025, Line 1

9. a, USAREC Reg 601-51, Chap 4, para 4-6b
10. c, AR 601-210, Chap 4, para 4-23a
11. b, AR 601-210, Chap 4, para 4-28a
12. a, AR 601-210, Chap 4, para 4-37a

Personal

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Army

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Face fear, danger,
or adversity